

Suffolk County Police Reform and Reinvention Task Force



OCTOBER 9, 2020

WELCOME

OPEN DISCUSSION



SURVEY RESPONSES:

- **PRIORITY SUBJECT AREAS**
- **ADDITIONAL COMMUNITY ENGAGEMENT**
- **COMMUNITY AND CONTACT SURVEY**

PROPOSED PUBLIC INPUT FORUMS:

ALL FORUMS WILL BE VIRTUAL AND THE PUBLIC WILL HAVE THE OPPORTUNITY TO REGISTER TO SPEAK VIA THE SUFFOLK COUNTY WEBSITE

WE WILL CAP MEETING LENGTH TO 4 HOURS EACH




WE ENCOURAGE TASK FORCE MEMBERS TO ATTEND THE SUFFOLK COUNTY PUBLIC INPUT FORUMS, HOWEVER WE UNDERSTAND THE TIME COMMITMENT, SO WE WILL ASK THAT A CERTAIN NUMBER OF TASK FORCE MEMBERS JOIN EACH PUBLIC FORUM

FIRST PRECINCT: TUESDAY, OCTOBER 27TH-6:00PM
SECOND PRECINCT: WEDNESDAY, NOVEMBER 4TH-6:00PM
THIRD PRECINCT: WEDNESDAY, NOVEMBER 11TH-6:00PM
FOURTH PRECINCT: TUESDAY, NOVEMBER 17TH-6:00PM
FIFTH PRECINCT: TUESDAY, DECEMBER 1ST-6:00PM
SIXTH PRECINCT: WEDNESDAY, DECEMBER 9TH-6:00PM
SEVENTH PRECINCT: TUESDAY, DECEMBER 15TH-6:00PM
EAST END: MONDAY, DECEMBER 21ST-6:00PM


SUFFOLK COUNTY LANDING PAGE

POLICE REFORM AND REINVENTION TASK FORCE



Suffolk County Police Reform & Reinvention Task Force

[Home](#) [Member Bios](#) [Foundations for Reform](#) [Forum and Public Comments](#) [Meeting Materials](#)




A County that supports safe, effective, and equitable policing.

Our Mission

The mission of the Suffolk County Police Reform & Reinvention Task Force is to work collaboratively together to examine current policies and procedures of the Suffolk County Police Department and receive additional input from community and key stakeholder groups providing the essential foundation necessary to develop a comprehensive policing plan for Suffolk County that supports safe, effective, and equitable policing.


Please review the website to get familiar with the process and opportunities for input in the process.

Collaboratively Together




1.5 million people

Babylon




3 Townships

Huntington



Islip



Smithtown

Meet the Task Force

Officer 1
Sergeant

Officer 2
Lieutenant

Officer 3
Captain

Officer 4
Deputy Police Chief


Contact Us:

public.info@suffolkcountyny.gov

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Home Page



Suffolk County Police Reform & Reinvention Task Force

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[Police Reform Demo](#) / [Member Bios](#)

Learn More About the Members of the Task Force

Officer 4
Deputy Police Chief
This is some filler text on Officer 4.

Officer 3
Captain
This is some filler text on Officer 3.

Officer 2
Lieutenant
This is some filler text on Officer 2.

Officer 1
Sergeant
This is some filler text on Officer 1.


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Bio Page



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History of Task Force

Suffolk County Executive Steve Bellone initiated the Task Force and community process in response to Governor Cuomo's NYS Police Reform and Reinvention Collaborative. Working with the County Executive's office, the newly created Task Force will solicit input from individuals and organizations across the county, contributing to the development of a plan that will first be presented to the Suffolk County Legislature and then to New York State by April 1st, 2021 pursuant to the Governor's Executive Order.

"The development of the comprehensive policing plan, with direct input from the community, will help us build upon the progress we have made and implement strategies that will improve policing. We look forward to working with all stakeholders to create positive change that will enhance community policing and strengthen the relationship between all of our diverse communities and those who patrol our communities."


The Framework for Task Force Discussions




- I. What Functions Should the Police Perform?
 1. Determining the Role of the Police
 2. Staffing, Budgeting, and Equipping Your Police Department
- II. Employing Smart and Effective Policing Standards and Strategies
 1. Procedural Justice and Community Policing
 2. Law Enforcement Strategies to Reduce Racial Disparities and Build Trust
 3. Community Engagement
- III. Fostering Community-Oriented Leadership, Culture and Accountability
 1. Leadership and Culture
 2. Tracking and Reviewing Use of Force and Identifying Misconduct
 3. Internal Accountability for Misconduct
 4. Citizen Oversight and Other External Accountability
 5. Data, Technology and Transparency
- IV. Recruiting and Supporting Excellent Personnel
 1. Recruiting a Diverse Workforce
 2. Training and Continuing Education
 3. Support Officer Wellness and Well-being

Resources

Link to Governor Cuomo's Executive Order 203:
https://www.governor.ny.gov/sites/governor.ny.gov/files/atoms/files/EO_203.pdf


Please find translations of Executive Order 203 here:
<https://www.governor.ny.gov/news/no-203-new-york-state-police-reform-and-reinvention-collaborative>


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TF Background



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Forums and Public Comments


We would like to hear from you.




[Click here](#)

2 Oct 2020	PAL Youth Golf Clinic: Session 1 10:00 AM - 12:00 PM Click here
16 Sep 2020	2020 PAL YOUTH GOLF CLINIC / 2020 PAL CLINICA de GOLF de JUVENIL 10:00 AM - 12:00 PM Click here
15 Sep 2020	2020 CHAMPION CAMP DAYS 10:00 AM - 12:00 PM Click here

We would like to hear from you.

[Click here](#)


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Forums & Public Comments

TOPICS TO BE DISCUSSED DURING THIS MEETING:

TOPIC WILL BE PRESENTED AND THEN DISCUSSION WILL ENSUE



OVERVIEW AND CONTEXT - Police Commissioner Hart

RECRUITMENT - Deputy Police Commissioner Mention -Lewis
10 minute presentation
Discussion

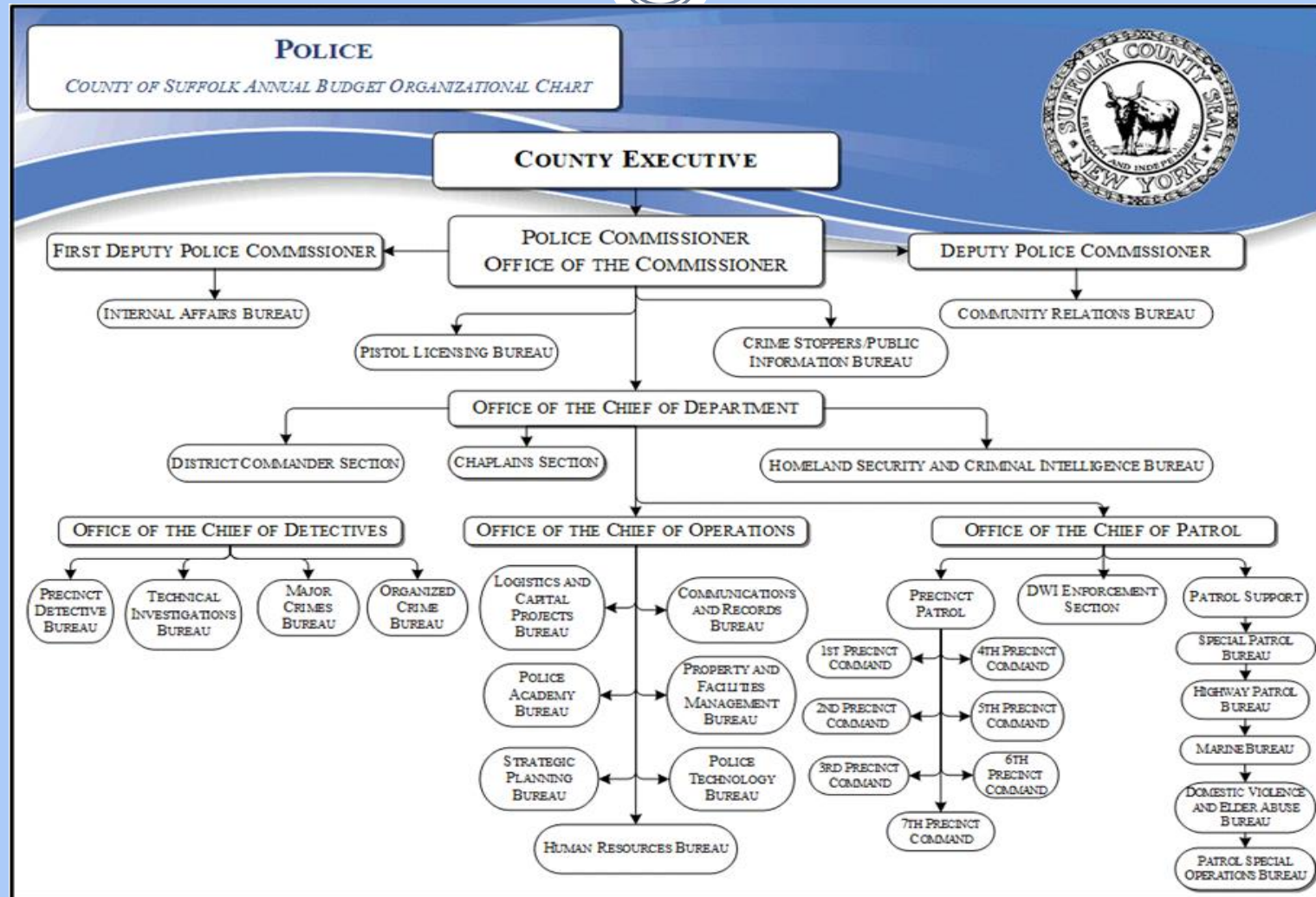
APPLICATION INVESTIGATIONS - Lt. Cooney
10 minute presentation
Discussion

PROMOTIONS - Police Commissioner Hart
10 minute presentation
Supervisory Promotions
Specialty Assignment Selection
Detective Designation
Discussion

INTERNAL AFFAIRS-PART 1

OFFICER ACCOUNTABILITY OVERVIEW - Deputy Police Commissioner Skopek
Internal Affairs Presentation - Inspector Soto

Department Organization



Department Leadership



Title	Total
Police Commissioner	1 (white female)
First Deputy Police Commissioner	1 (white male)
Deputy Police Commissioner	1 (black female)
Chief of Department	1 (white male)
Chief of Division	3 (white males)
Assistant Chief	0
Deputy Chief	4 (white males)
Inspector	11 (9 white males, 1 Hispanic male, 1 Hispanic female)

Department Overview



- Personnel breakdown for 2020:

Sworn							
	Asian Pacific	Black	Hispanic	White	Other	Native American	Total
Female	3	9	46	224	4	1	287
Male	23	55	199	1825	23	0	2125
Total	26	64	245	2049	27	1	2412

- Personnel breakdown for 2015:

Sworn							
	Asian Pacific	Black	Hispanic	White	Other	Native American	Total
Female	3	9	32	209	2	0	255
Male	24	53	180	1910	9	1	2177
Total	27	62	212	2119	11	1	2432

Discussion



Recruitment



Recent Recruit Classes:

- Recruit Class 19-177 began on September 9th, 2019
 - Included 60 SCPD recruits
 - 6 were selected via the Spanish Speaking civil service list
- Recruit Class 19-178 began on October 21st, 2019
 - Included 67 SCPD recruits
 - 7 were selected via the Spanish speaking civil service list

Both classes graduated in the Spring of 2020

Recruitment Efforts



- **Forums:**

- National Coalition of 100 Black Women presented “SC Police Exam: A Woman’s Perspective”
- Minority Millennials presented “Let’s Talk About It-SC Police Test 2019”

- **Seminars:**

- Walt Whitman HS-400 Attendees
- Suffolk County Community College-Selden

Recruitment Efforts Cont'd



- Over 200 personal contact events throughout the County from August 2018 thru April 2019.
- Recruitment information disseminated in various locations across Long Island including but not limited to:
 - Hofstra University
 - Hispanic Task Force
 - Tri Community and Youth Agency
 - Family Service League
 - Anti-Bias Task Force
 - Huntington Public Library
 - St. Anne's Church, Brentwood
 - Assembly of God Church
 - Numerous other establishments

Recruitment Results



- Nationwide, Law Enforcement applicants have had serious decline in recent years.
- After SCPD Recruitment effort:
 - 19,857 candidates applied to take 2019 exam as compared to 20,667 in 2015 (only 4% decrease:66% nationwide decrease).
 - ✦ 2,405 Spanish speaking
 - ✦ Among candidates who chose to provide their race or ancestry:
 - **34.6% reported as non-white**
 - Highest % in recorded history
 - **4300 with Hispanic ancestry**
 - **1550 with African American ancestry**

Recruitment Process



- Civil Service test results released on January 10th
- Lottery of the 95 grade-point band held on January 22nd by Civil Service Department
- Results live streamed on Suffolk County Legislature's website
- Letters mailed to candidates who scored 100 and higher and will be sent in lottery number order from the 95 band

2019 Police Entry Exam



- 657 candidates have been invited to start the processing for the Suffolk County Police
 - Approximately 5% of the individuals invited identified as Black or African American.
 - Approximately 13.5% of the individuals invited identified as Hispanic.
- Approximately 5.5% of the candidates in the 95 score band identified as Black or African American
- Approximately 16.6% of the candidates in the 95 score band identified as Hispanic

Discussion

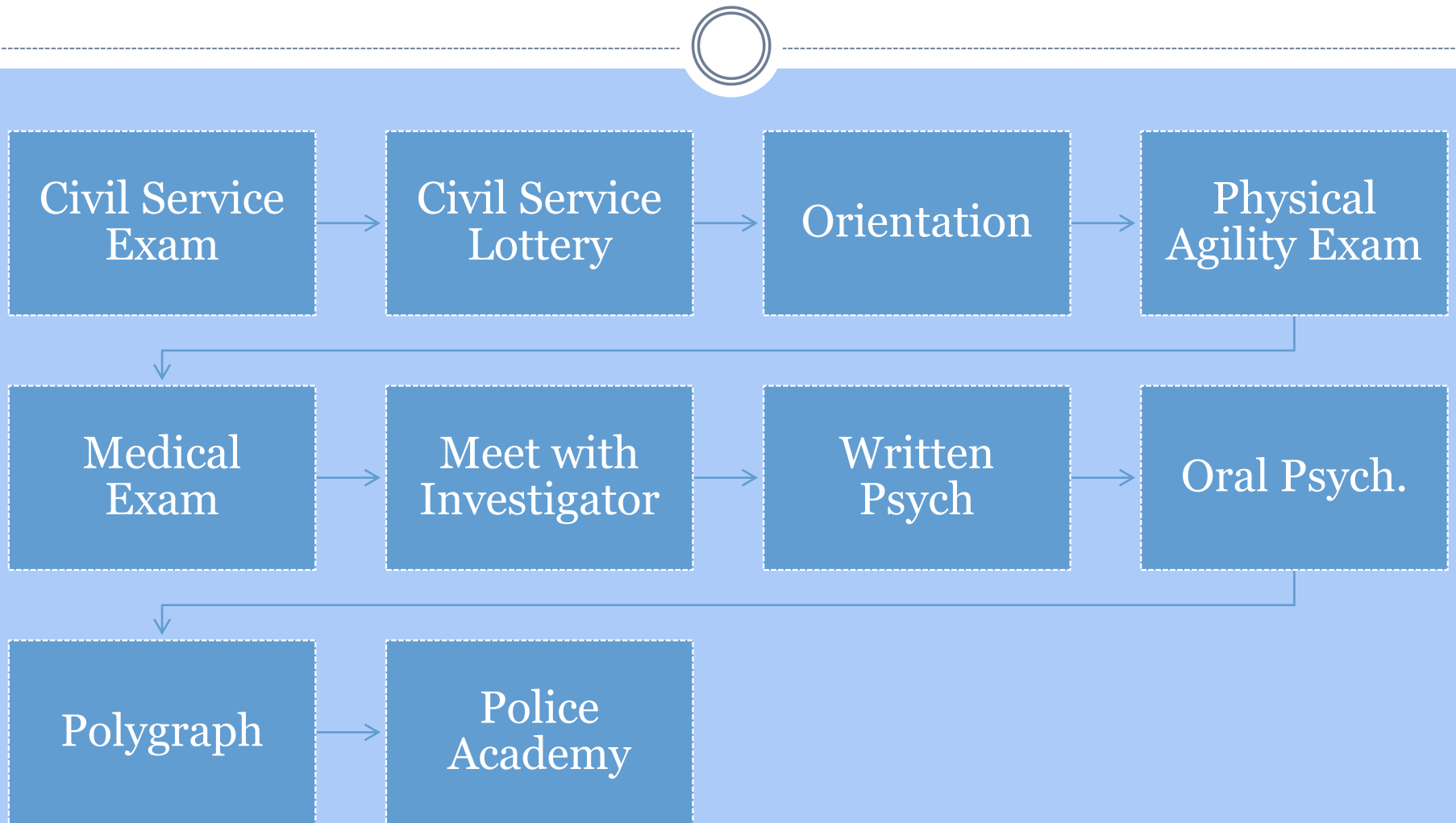


Applicant Investigation Process



- A working group was formed in 2019 to overhaul the Hiring Standards.
- A Chief's review was also conducted in 2019 to overhaul the Hiring Guidelines.

Applicant Investigation Process



Applicant Investigation Process



- Orientation: invitations mailed 2 weeks prior to orientation and will include an agility test date approximately 4 weeks from the time of mailing.
 - At orientation, candidates will receive the applicant package questionnaire and information regarding the investigative process, including additional testing requirements.
- Declinations: Candidates will have the ability to temporarily decline throughout the process without losing their place on the established list.

Applicant Investigation Process



- Agility Testing: Candidates will be informed of their approximate agility testing date when the orientation letters are mailed. This will allow for a 4 week notice.
 - Candidates will be tested as prescribed by the New York State Municipal Police Training Course.
 - The original Civil Service announcement contained the agility testing criteria. The test includes push-ups, sit-ups and a mile and a half run. Passing criteria is based on gender and age.
- Appeals: 4 weeks from the failure date.

Applicant Investigation Process



- Medical Testing: Conducted by Suffolk County Employee Health Services. Medical standards are published in the Civil Service announcement and are derived from the Medical and Physical Fitness Standards and Procedures for Police Candidates published by the Municipal Police Training Council.
 - Appeals: approximately 14 days from failure date.
- Written Psychology Testing: This is a 400+ question exam administered by the Suffolk County Department of Civil Service. This is not pass/fail.
- Oral Psychology Testing: Candidates will meet with a specially certified law enforcement psychologist.
 - Appeals: 30 days from the failure date.
- Polygraph Testing: used to corroborate the candidate has been truthful.

Discussion



Promotional Assessments



- Civil Service Exams for the ranks of **Sergeant, Lieutenant & Captain.**
 - Suffolk County and New York State Civil Service Departments set the standards for promotion and administer the promotional exams.
 - The eligible promotional lists are established for a period not to exceed two years and vacancies are filled from that list.
- Potential reachable candidates for vacancies are notified via Department Order and Commanding Officer to submit to their Division Chief a **Promotional Suitability Assessment** for the desired rank which will be reviewed by the **Department's Command Staff.**

Promotional Process



- Deputy Inspector, Inspector, Chief
 - In-depth review of candidate's background, experience and time in rank
 - Interview with candidates by the Department Command Staff
 - Selection is made by the Police Commissioner

Specialty Assignments



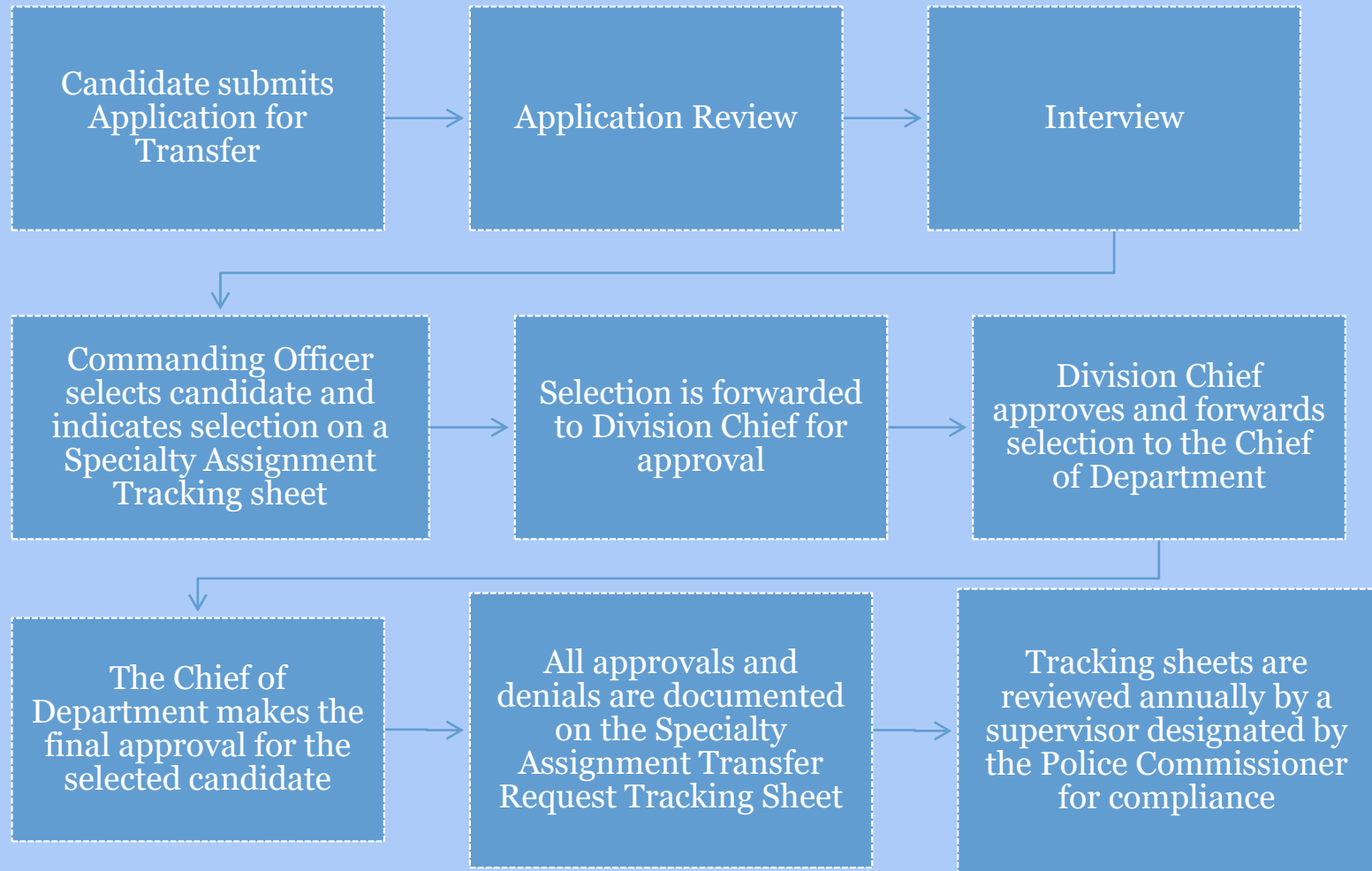
- In 2019, Department Order 19-20 was issued outlining the Transfer Application Procedures for Specialty Commands
- Job postings in specialty commands are posted prior to filling any positions
 - Reoccurring positions are posted annually in January.
 - Infrequent or unexpected vacancies are posted during the year as they occur.

Specialty Assignments



- Examples of some Specialty Assignments:
 - Patrol Division:
 - ✦ Aviation, Canine, COPE, Precinct Crime Sections, Emergency Service, Highway Patrol, Marine Bureau, Patrol Firearms Suppression Team and Crime Scene
 - Detective Division
 - ✦ All commands and Task Force assignments other than Precinct Detective Bureau, including assignments within the Homeland Security and Criminal Intelligence Bureau.

Specialty Assignments



Specialty Assignments



- **Factors Considered in the Specialty Assignment Selection Process:**
 - Knowledge, skills and abilities of the candidate
 - Work history within the Department
 - Recommendation(s) of supervisor(s)
 - Attendance history
 - Discipline history
 - Training background
 - Education background
 - Work history prior to becoming a member of the Department
 - Other factors specific to the position in question

Specialty Assignments



- Factors NOT Considered in the Specialty Assignment Selection Process:
 - Familial relationships
 - Personal friendships
 - Political affiliations
 - An applicant's race, color, religion, age, sex or any other legally protected status

Detective Designation



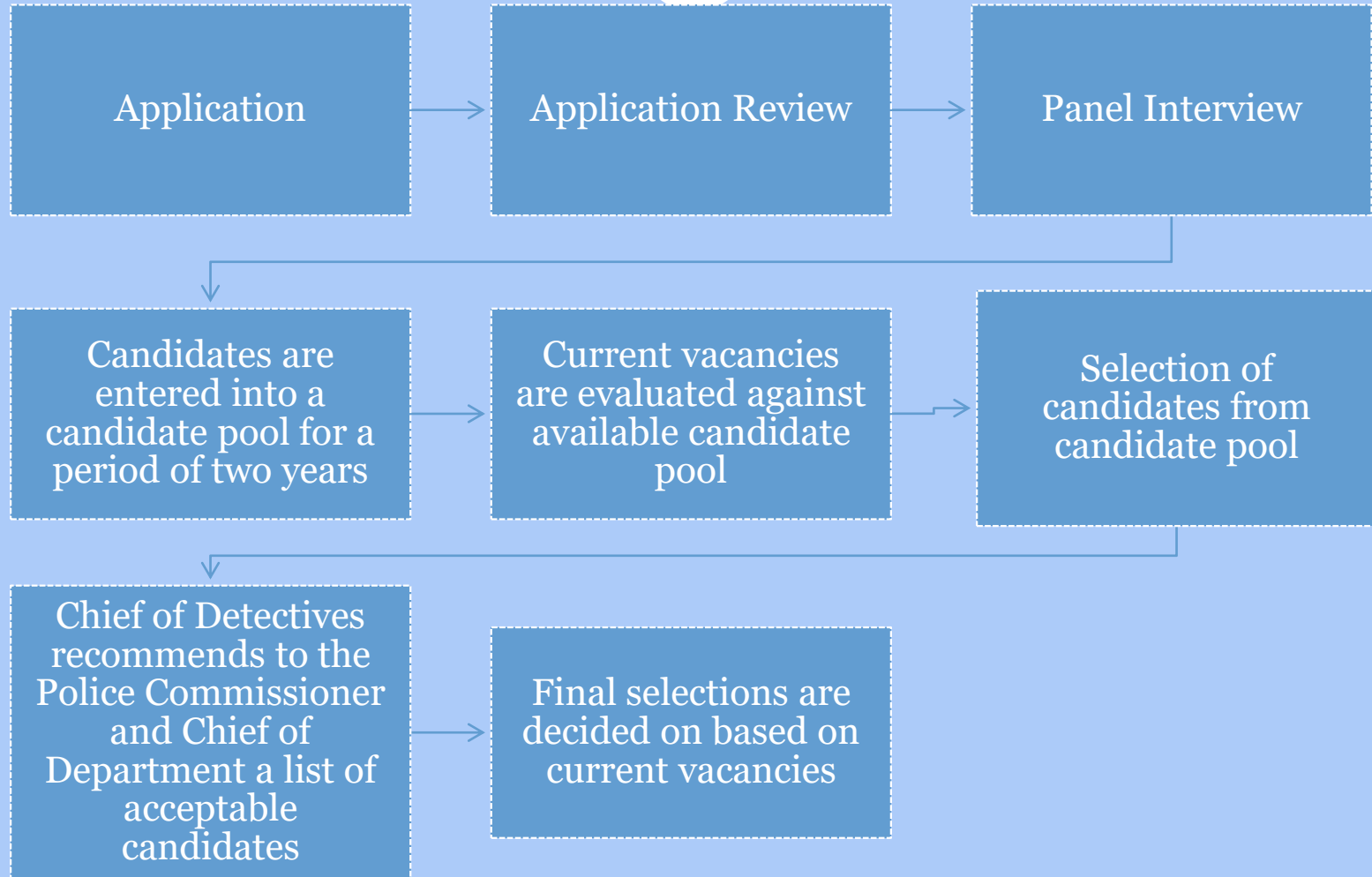
- Vacancies for Detective, Detective Sergeant and Detective Lieutenant
 - Application for Detective Designation is completed by applicant.
 - Application is reviewed through the Chain of Command and ultimately by the Office of the Chief of Detectives.
 - Formal Panel Interviews
 - ✦ Deputy Chief of Detectives oversees process.
 - ✦ 4 Deputy Inspectors / Inspectors.
 - ✦ Rotating D/Lieutenant or Captain/ Deputy Inspector from outside of the Division.

Detective Designation



- **Factors Considered when filling Detective Vacancies** (including but not limited to):
 - Number of vacancies to be filled
 - Location of the vacancy
 - Candidate's current work location
 - Candidate's potential commuting distance
 - The job requirements of the vacancy
 - Background and work history, education/training
 - The "fit" for that particular assignment
 - Internal Affairs history
 - Reliability/attendance
 - Diversity
 - Second language
 - Request of a Detective Commander
 - Recommendations of Commanding Officer
 - Panel interview grade
 - Candidates interest in the vacant position.

Detective Designation



Discussion



Suffolk County PD



Officer Accountability

Internal Affairs Bureau Mission



Suffolk County Police Department is committed to providing law enforcement services that are fair and effective. Toward that end, officers are held to the highest standards of official conduct and are expected to respect the rights of all citizens.

Officers' adherence to these standards, motivated by a professional obligation to perform their jobs to the best of their ability, is the ultimate mission of the Internal Affairs Bureau.

Internal Affairs Policy



- It is the policy of the Internal Affairs Bureau to ensure all complaints of alleged officer misconduct or incompetence from any citizen or employee are investigated. Following a thorough and impartial examination of the available information, the officer or employee shall be held responsible for any alleged misconduct that is substantiated.
- It is the policy of this Bureau that officers conducting the investigation of any allegation of misconduct or incompetence, must strive to conduct a thorough and objective investigation.
- IAB recognizes that prevention is the primary means of reducing and controlling misconduct. To that end, it is the policy of this Bureau to discover and correct organizational conditions that permit misconduct to occur, or identify patterns or trends of individual officers indicative of improper or unprofessional conduct.

Internal Affairs Duties & Responsibilities



- The Internal Affairs Bureau is responsible for the investigation of all allegations of misconduct by members of this Department and may either
 - Assume direct responsibility for the investigation, or
 - Refer the investigation to the involved member's Division **except** any allegation of misconduct relating to biased policing or discriminatory policing.
- IAB is the central repository for all civilian complaints.
- Records of all civilian complaints are maintained in perpetuity.

Internal Affairs Duties & Responsibilities (cont.)



- The Internal Affairs Bureau is responsible for any other investigation as directed by the Police Commissioner or Deputy Police Commissioner.
- The Internal Affairs Bureau conducts alcohol and drug testing, inspections, audits, and other forms of internal controls as directed by the Police Commissioner.

Internal Affairs Bureau Structure



Commanding Officer - holding the rank of Deputy Chief

- Oversees the overall operation of the Bureau.
- Reports all significant matters to the 1st Deputy Police Commissioner as timely as possible and updates him/her on all Bureau statistics as required.

Internal Affairs Bureau Structure



Executive Officer – holding the rank of Inspector

- Assists the Commanding Officer in overseeing the overall operation of the Bureau.
- Reviews all cases handled within the bureau for completeness, accuracy, and concurrence of investigative findings.
- Keeps the Commanding Officer informed of all significant Bureau matters and progress of investigations.

Internal Affairs Bureau Structure



Captain – 3 Captains assigned to the Bureau

- Acts as direct supervisor of their assigned investigative team.
- Regularly and frequently confers with their team of investigators to maintain awareness of case progress and aids in designing investigative plans.
- Reviews all cases handled by their team of investigators for completeness, accuracy, investigative findings, and prepares a written concurrence report.
- Tracks Use of Force, Civilian Complaints, Vehicle Pursuits and Domestic/Orders of Protection for possible early warning preemptive action.

Internal Affairs Bureau Structure



Investigator – supervisor holding the rank of Lieutenant or Sergeant

- Conducts fair, impartial, and thorough investigations of assigned cases.
- Conducts command inspections, alcohol and drug testing, and other duties as instructed by supervisory personnel.
- Documents all actions taken during the course of an investigation and presents a clear and concise written report upon case completion.

Field Auditing



- The Field Auditing Section is responsible for conducting inspections and audits of Department members to ensure compliance with the Department's Rules and Procedures as it relates to line-of-duty injury leave and sick leave.
- The Section takes a proactive approach to monitoring sick and injury leave. In cases where members are found to be in violation of the Department's Rules and Procedures, such members shall be subject to disciplinary action.
- This proactive approach is aimed at reducing and eliminating abuse of sick leave and line-of-duty injury leave.

Internal Controls



Quality of Service Calls

- Surveying individuals to determine their satisfaction with services provided included language services.

Audits

- Internal audit for compliance with departmental rules and procedures

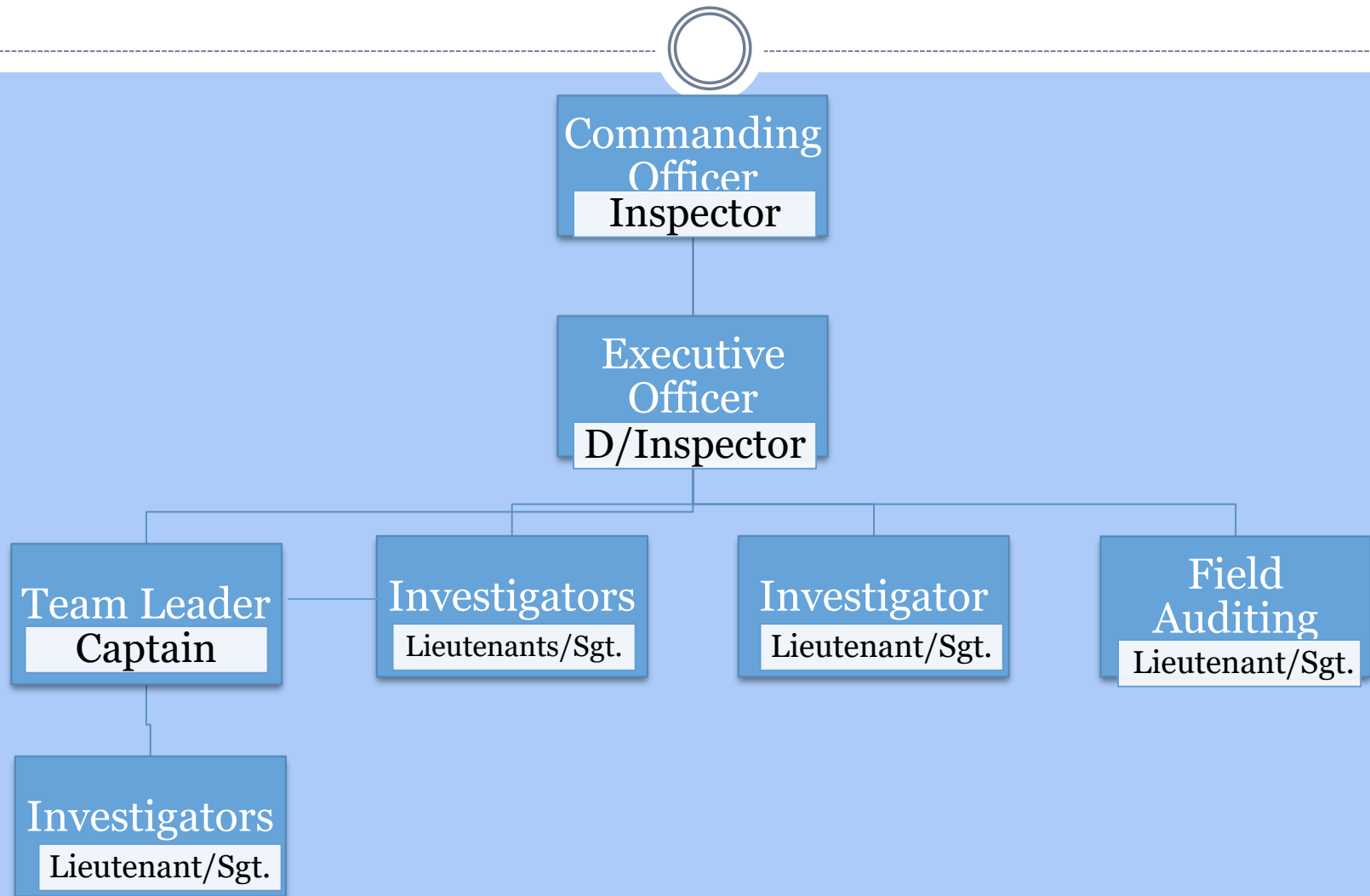
DOJ Assessments on IAB



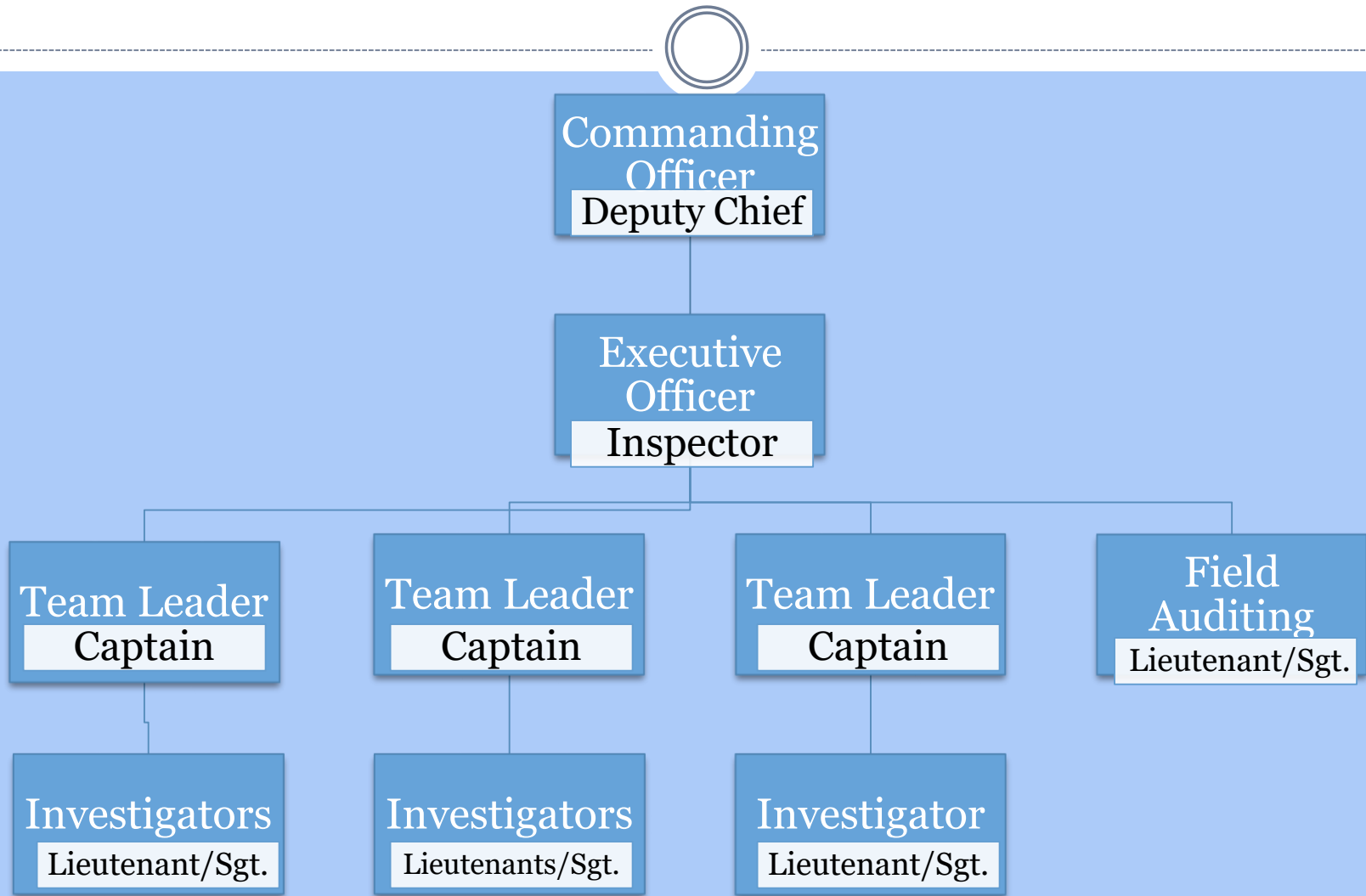
The Suffolk County Police Department has been collaborating with the United States Department of Justice since 2014 regarding best police practices, and the Department has taken significant measures to ensure that such best practices have been implemented by its Internal Affairs Bureau. As per assessment reports issued by the D.O.J.,

- April 2016 – “SCPD has made significant structural reforms to its IAB within the past year, including adding more and higher-ranking officers to its command structure, and modifying IAB’s organizational structure so that it is now composed of three teams of six investigators, each of which is led by a captain.” “...we were encouraged by the expressed commitments of the Police Commissioner, SCPD leadership, and the new command staff at IAB to reducing the backlog of cases handled by IAB.”

2015 - Internal Affairs Organizational Structure



Current - Internal Affairs Organizational Structure



DOJ Assessments on LAB (cont.)



- October 2018 –
 - “The Dept. has taken several meaningful steps that have brought it into substantial compliance with these requirements.”
 - “In our last assessment report, we noted that the length of investigations was the primary impediment to SCPD achieving substantial compliance in this area. Given the positive improvements made during this rating period, **we have determined that SCPD has achieved substantial compliance in this area.**”

Proactive System



EARLY WARNING – EARLY INTERVENTION CASE MANAGEMENT SYSTEM

- SCPD Policy – to identify patterns or trends of individual officers which may be indicative of improper or unprofessional conduct.
- Best police practices indicate that identifying, monitoring and addressing these trends will enhance performance and promote professional police service to the communities we serve.

Proactive System (cont.)



Early Warning Dashboard

6 events that will trigger an alert: Citizen Complaint, Use of force, Vehicle pursuit, Vehicle accident, Domestic Incident, and Overall Threshold.

*Biased/discriminatory policing is not listed because there is no threshold. One allegation will trigger an alert.

Policies/Procedures



Duty to report suspected misconduct

- Whenever a member of the Department reasonably suspects any member of the Department is engaged or has engaged in employee misconduct, such member **shall immediately notify a superior officer or the Internal Affairs Bureau.**

Methods of filing a civilian complaint



- Telephone the Internal Affairs Bureau directly or call the local precinct and speak with a supervisor
- Send a letter via email or regular mail to SCPD
- Complete and submit a “Compliment/Complaint Information Report”. This form can be found at:
 - SCPD.org under the Forms and Reports tab
 - In precinct lobbies and headquarters lobby
 - Other public facilities, such as public libraries

This form can be scanned, faxed or mailed to the Internal Affairs Bureau or taken to a local precinct.

*Anonymous and third party complaints are entertained and fully investigated.

What happens after a complaint is taken



- Complaints received against a Department member will be recorded via the on-line Civilian Complaint Report. The completed on-line report will be forwarded electronically to IAB.
- The complainant is provided an “Acknowledgment of Complaint” form which contains the “record ID number”. This number is used to track the complaint.
- Within **two weeks** after the complaint is filed, the individual will receive a letter acknowledging receipt of the complaint. This letter will identify the investigating supervisor and provide his or her contact information.

Complaint Investigations



- All relevant evidentiary information will be obtained and reviewed including Department records, complainant and witness statements, and any other evidence necessary to formulate a conclusion.
- IAB is responsible for overseeing these investigations are conducted in a timely, thorough and impartial manner.
- Findings reached at the conclusion of an investigation are based on whether sufficient evidence was available to support the allegation(s) made.
- *Even if the complainant wishes to withdraw his or her allegation, an investigation shall continue to resolution.

Time Frames



- All investigations shall be completed as expeditiously as possible, without sacrificing accuracy, thoroughness and completeness. Civilian complaints shall be completed within **60 days** notwithstanding the fact specific circumstances of each investigation which may result in a longer investigation.
- A letter is sent to the complainant after **180 days** if the case is still open to advise the investigation is still active.
- Follow-up letters are sent every **90 days** thereafter.
- A letter outlining the case disposition is sent to the complainant upon case completion.

Complaint Dispositions



Conclusions reached as a result of investigations will be reported as:

- a. **Substantiated** – The facts clearly support the allegations.
- b. **Unsubstantiated** - Allegation cannot be resolved by investigation because sufficient evidence is not available to conclusively prove or disprove the conduct alleged.
- c. **Exonerated** – The alleged act did occur but was legal, proper, and necessary. The following are examples of Exonerated:
 - (1) Allegations of false arrest wherein a legal, proper and necessary arrest did occur.
 - (2) Allegations of excessive force wherein legal, proper and necessary force was used.

Complaint Dispositions (cont.)



d. **Unfounded** – The alleged act did not occur and the complaint is false. Any information that could lead one to believe that the act took place would require a conclusion other than Unfounded. The following are examples of Unfounded:

- (1) Allegation of false arrest wherein no arrest occurred.
- (2) Allegation of excessive force wherein no force was used.
- (3) Allegation of an improper verbal exchange (rudeness, cursing etc.) and there was no contact between the complainant and the alleged officer(s) involved.

Incident classification



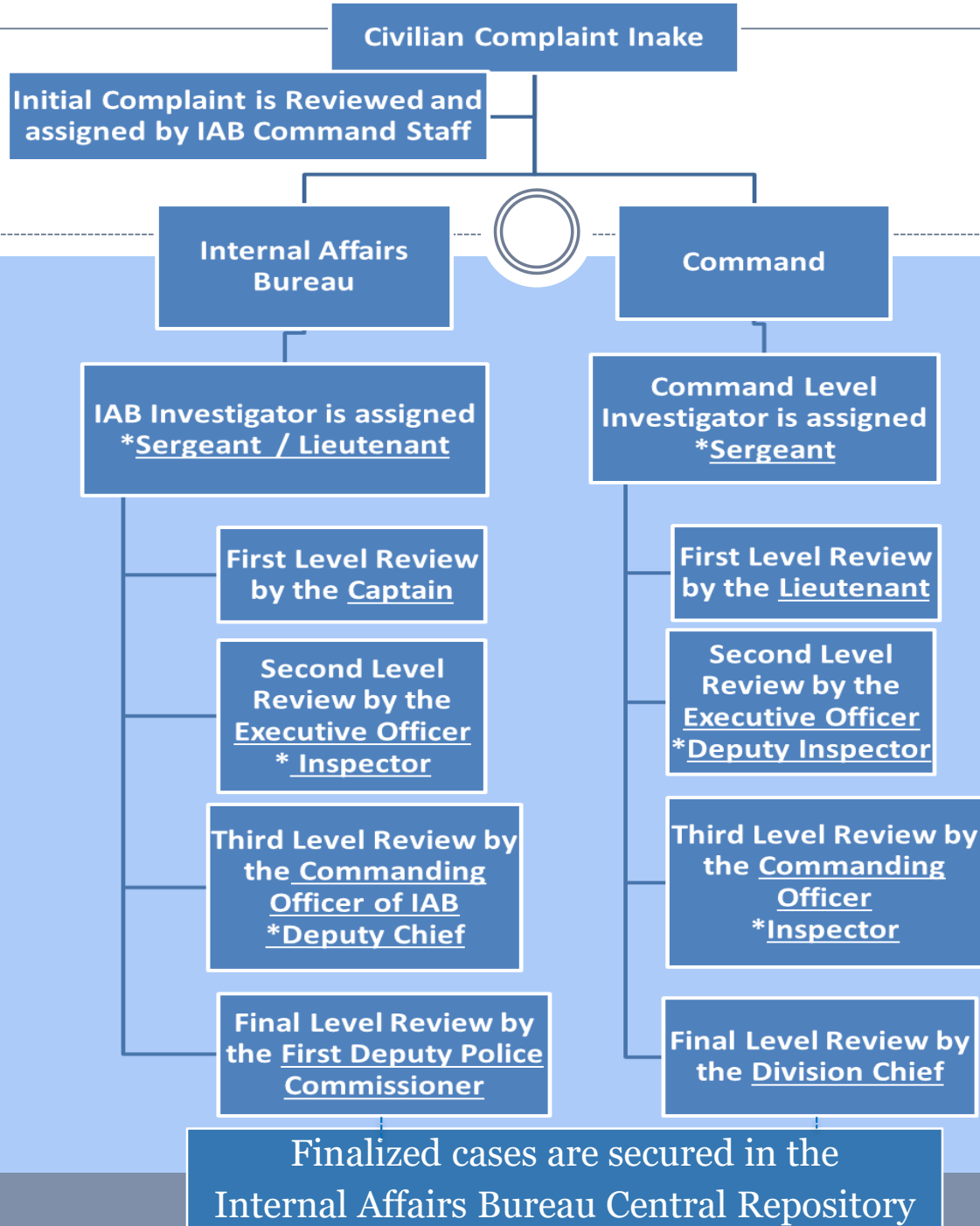
The Internal Affairs Bureau classifies all recorded complaints, inspections, Bureau activities, or other information as "Incidents" of the following types:

- **Civilian Complaint** – Complaints generated from external source.
- **Administrative Investigation** - Investigations internally generated.
- **Inspections** - Audits and inspections including drug and weapon destructions.
- **Notification** – Documentation of inquiries and contact with other agencies or individuals.

Complaint Investigations Review



Whether a complaint investigation is conducted by the Internal Affairs Bureau or at the Command Level, a multi-level case review is conducted. These reviews are conducted to ensure a complete, accurate, thorough and impartial investigation is conducted.



Oversight



- **Department of Justice**

- In 2014, the Department of Justice and SCPD entered into a Settlement Agreement to ensure that police services are provided to all community members in a manner that complies with the Constitution and US laws. In 2018, the Department of Justice determined that SCPD achieved substantial compliance (the highest rating possible) in the area of Internal Affairs.

- **Suffolk County Legislature**

- As per Legislative Resolution 2001-2016, statistical information from the Internal Affairs Bureau is provided quarterly to the Suffolk County Legislature.
- The Department is committed to transparency, an annual Internal Affairs Report is posted on the Department's webpage - SCPD.org